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ABSTRACT

The traditional role of the professional nurse has emphasized patient care; however this role is now becoming part of a new role of the medical profession--membership on the modern medical team. In conjunction with this trend the Clinical Center of the National Institutes of Health in Bethesda has focused not only on the traditional nursing skills of patient care and teaching, but also on the new skill of careful integration of medical research. The Clinical Center's facilities are geared to providing professional excellence in such areas as training research team members, designing new equipment and techniques, and establishing valuable peer relationships with the medical profession. Not only does the Clinical Center nursing staff receive many professional and educational benefits, but also the use of excellent physical facilities and equipment, and training in nursing methods and techniques such as the team approach. Requirements for appointments for both the Commissioned Corps and Civil Service and an explanation of terms for clinical center nurses are appended. (BP)

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THE NURSE IN RESEARCH

An Approach to Professional Excellence

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The great adventure for those who would seek professional excellence can be found along the highways and byways of research. For men and women of the health professions this means the concentration of their knowledge, skills, and energy toward the most precious of all earthly goals . . . the preservation of human life.

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Traditionally, services of the professional nurse have been focused on the patient ... helping to provide opportunity for the newborn, healing for the sick, and succor for the aged. She also has contributed to nursing's heritage by teaching those who one day would join with her in this most worthy duty.

In recent years, however, the nurse has been challenged by and in turn accepted a new role in society ... membership on the modern medical research team.

Through participation in clinical research, the nursing graduate may become a real specialist with limitless opportunities and satisfactions. In research the nurse definitely can find her most direct approach to professional excellence.

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The Clinical Center of the National Institutes of Health is a magnificent structure designed specifically to provide an atmosphere for controlled scientific investigation as well as a most pleasant environment for its patients. Its primary mission is to furnish those specialized kinds of hospital care necessary to provide studies of both abnormal and normal physical and emotional phenomena in patients.

Fields of research may range alphabetically from allergy to vasculitis; diseases and the work scope of a project from diagnostic procedures to chemotherapy or corrective surgery. Interwoven through all Clinical Center activities are teaching and learning opportunities for members of the research staff as well as hundreds of visitors.

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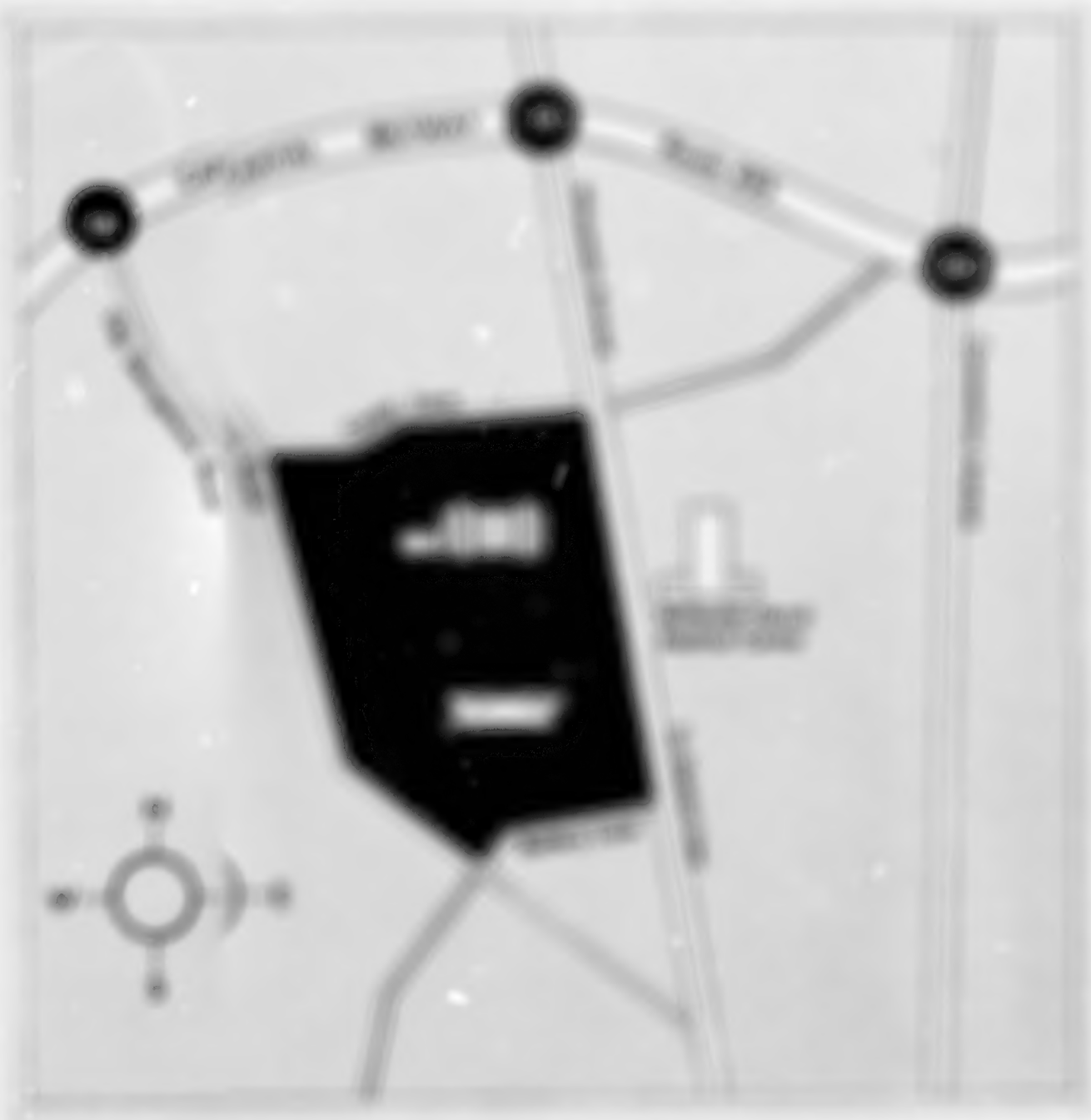

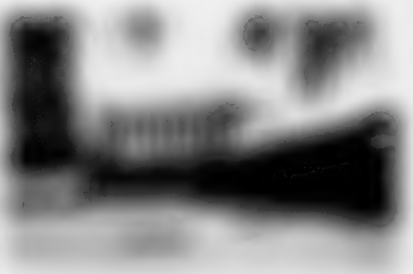

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The nurse who cares for patients in the research setting is not only assisting in the investigation of health problems today—she can look to the future where the developing knowledge has broader and broader implications.

For investigators of bygone days . . . probably their greatest compensation was in knowing that they collectively added more than 20 years to the average American's lifespan in the first half of this century.

For those now engaged in basic or clinical research . . . their rewards can be just as significant: the smile of a child leaving the hospital because his life and health have been extended by procedures or medications that were not available just weeks before, or the knowledge that a new vaccine has been developed which can prevent a disease for which there previously was no answer.

This is the setting of great excellence and personal satisfaction in which the nurse is urged to utilize her knowledge, skills, and energy for the benefit of mankind.

It's YOUR choice... from TWO careers

The Clinical Center offers you the chance to plan and work toward your own professional goals. In contrast to some other government medical services, you can have a choice of two types of appointments, either as a Commissioned Officer in the Public Health Service or as a civilian nurse with civil service status.

Personal and professional benefits are excellent under either appointment. Following a reasonable period of service, it is possible to change from one classification to the other on meeting the requirements.

REQUIREMENTS FOR APPOINTMENT

Commissioned Corps

- U.S. citizenship.
- Graduate of an approved school of nursing.
- Bachelor's degree from recognized college or university.
- Current or pending registration as a graduate professional nurse in a State or U.S. possession.
- Ability to meet high physical requirements as determined by a Medical Review Board of the Public Health Service.
- Satisfactory score on written examination.
- Recommendation for appointment by a Nurse Board designated by the Surgeon General of USPHS.
- Appointments can be made at higher commissioned grades for those nurses having the additional years and types of training and experience required for the specific grade and position.

Civil Service

- U.S. citizenship.
- At least 18 years of age.
- Graduate of an approved school of nursing.
- Current registration as a graduate professional nurse.*
- Physical eligibility.
- Satisfying requirements of the U.S. Civil Service Commission for the area and position in which the applicant wishes appointment.

* (Senior nursing students may apply and be accepted for appointment if they are scheduled to graduate within 6 months after applying. On graduation they will be appointed career-conditionally, pending registration, but they must take the first available State board examination and pass it to continue their career.)

The Clinical Center does not discriminate in employment on grounds of sex, race, color, or national origin.

ADVANCEMENT . . . *Vacancies as well as program* expansion provide opportunity for promotion to higher grades. In all cases the best qualified of those eligible is selected and recommended for advancement.

ANNUAL LEAVE . . . Civil service employees earn from 13 to 26 days of leave per year, depending on length of service. Commissioned Corps nurses are allowed 30 calendar days of leave annually.

BANKING . . . A branch of the Bank of Bethesda has been established at the Center. Here employees may cash their paychecks without charge as well as take advantage of other usual banking services.

BEAUTY SHOP . . . Beauty and barber shop services are available to employees, patients, and visitors, but employees must use them during their off-hours.

CAFETERIA . . . Meal service is available in the cafeteria every day, including holidays. Meals, however, are not included in one's salary and must be paid for individually.

CAREER DEVELOPMENT . . . Unlimited opportunities are available, depending on individual initiative, and include professional guidance, on-campus and community educational programs, and participation in professional groups.

CHOICE OF POSITION . . . Whenever staffing patterns permit, the nurse is given a chance to request the service on which she prefers to work. If the service is adequately staffed, she may be transferred as a vacancy occurs.

CLINICAL SERVICES . . . Clinical services are related to the various research Institutes and include Arthritis and Metabolic Diseases, Cancer, Heart, Allergy and Infectious Diseases, Neurology and Ophthalmology, Psychiatry, and Dentistry.

CONCESSION STAND . . . A stand operated by the Maryland Commission for the Blind is open during the daytime (Monday through Friday) for the purchase of greeting cards, magazines, candy, tobacco, and other goods.

COUNSELING SERVICE . . . Confidential counseling services on personal or family problems is provided by the Recreation and Welfare Association.

CREDIT UNION . . . Anyone employed by NIH may join the Credit Union, which provides saving and loan services that can benefit the employee as well as her family. It is owned by the members. Deposits are insured.

EDUCATION . . . Opportunities for acquiring additional education are plentiful and range from special lectures or conferences of the inservice program to credit courses at every level in nearby colleges and universities. A Graduate Program of cultural and technical subjects also is sponsored by the Foundation for Advanced Education in the Sciences, Inc. Schools within easy reach of NIH are American University, Catholic University of America, Georgetown University, George Washington University, Howard University, the University of Maryland, and Montgomery Junior College.

GUESTS . . . Professional or personal guests may be extended guided tours through the Clinical Center by arrangement with the Office of Special Events.

HEALTH . . . An Employee Health Unit is available for emergencies and to provide certain services related to one's work. Employees are expected to report when requested for chest X-rays at least once each year, selected immunization as recommended, and medical care for accidents or illnesses occurring in line of duty. Health problems unrelated to work should be cared for by a private physician.

HOLIDAYS . . . Legal holidays normally are nonworkdays. However, the hospital must provide patient care around the clock, 7 days per week. Every effort is made to equalize the distribution of holidays for the regular staff. Holidays for Federal employees are: January 1, New Year's Day; February 22, Washington's Birthday; May 30, Memorial Day; July 4, Independence Day; November 11, Veterans Day; 4th Thursday, November, Thanksgiving Day; December 25, Christmas; and Inauguration Day.

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HOUSING . . . Apartments, rooms in private homes, or houses to share are readily available. A registry of accommodations is maintained by the Personnel Office. In addition, there is an apartment building on NIH grounds which is available to nurses. However, with only 80 units, there often is a waiting list.

INCENTIVE AWARDS . . . An NIH Board on Employee Awards gives cash awards to employees for suggestions or inventions that result in financial savings or improved services. Employees also may receive awards for outstanding job performance or other acts that are particularly meritorious and deserving of recognition.

INCOME TAX BENEFIT . . . Nurses in the Commissioned Corps benefit from a ruling which permits Federal taxing of their basic pay and longevity increases only as far as their Public Health income is concerned.

INSURANCE . . . Low-cost life and health insurance programs are available to all Federal employees.

LIBRARY . . . Complete library services are available at the Center, including an arrangement for borrowing from other libraries throughout the Nation. Also located on the campus is the National Library of Medicine.

LOCKERS . . . Personal lockers are assigned for the safekeeping of coats, hats, uniforms, and other possessions.

MATERNITY LEAVE . . . Up to 6 months of maternity leave may be granted as sick leave, annual leave, or leave without pay.

ORIENTATION . . . Each new nursing employee reports to the Education Section, Nursing Department, for a well-planned, general orientation program prior to assuming her regular duties.

PAYCHECKS . . . Are distributed every other Tuesday and include regular salary, premium pay for overtime, holiday pay, and night differential.

POST OFFICE . . . An authorized U.S. Post Office substation is in the Clinical Center and provides usual services, including registry and money orders.

PREMIUM PAY . . . Additional compensation is received for overtime, including 10 percent for night differential and twice the regular rate for holidays.

PROFESSIONAL ORGANIZATIONS . . . Membership in professional groups is encouraged. Active organizations in the Washington area are: District of Columbia League for Nursing, Maryland League for Nursing, Maryland State Nurses' Association, Graduate Nurses' Association of the District of Columbia, Association of Operating Room Nurses.

PROMOTIONS . . . These are made on a merit basis. Advancement is based on one's qualifications, length of service, experience, and satisfactory conduct.

RECREATION AND WELFARE . . . Membership in the Recreation and Welfare Association is available to all employees for $1 per year. Included in its activities are bridge, dance and art classes, sports and social activities, dramatics, orchestra, and many other recreational opportunities. Confidential counseling services also are provided.

RESEARCH PARTICIPATION . . . It is possible to receive specific approval for participation as a normal volunteer in research programs.

SICK LEAVE . . . Civil service employees are provided 13 workdays' sick leave annually. Members of the Commissioned Corps are granted sick leave as needed.

SNACKBAR . . . A self-service snackbar is available around the clock.

TRAVEL . . . When a nurse travels on official business she receives transportation and a per diem allowance to cover living expenses.

UNIFORM ALLOWANCES . . . An annual allowance for the prescribed nursing uniform is given to civil service nurses.

WORKWEEK . . . The basic workweek consists of five 8-hour days.

VACATION . . . (See Annual Leave.)